# Major CDRs Training Symposium

# *TRAINING*

***CAPT Bill Johnson***

***Continuous Training = Continuous Readiness***

# CNSF Vision

*CNSF 211616Z Mar 05*

- Must be able to quickly deliver “the RIGHT FORCE with the RIGHT READINESS at the RIGHT COST”
- A continuous training philosophy is a fundamental enabler of the Fleet Response Plan
- Training is the “center of mass”
  - Essential to operational excellence
- Areas of major near term focus:
  - Continue to energize waterfront leadership to take charge
  - Expand SHIPTRAIN to transition from current 16 week unit level training plan to continuous training readiness and certification within 2 years

# Major Changes

- **Fleet Response Plan**
  - Provide adaptable, flexible and sustainable forces
  - SHIPTRAIN is CNSF's primary means to produce crews ready for tasking through four phases
    - Maintenance
    - Basic
      - ULTRA-C/E
      - ULT
    - Integrated
      - COMPTUEX
    - Sustainment
      - JTFX / ULTRA-S / Deployment

# Major Changes

- Assessments every 4-7 months
  - Flexible to meet OPSKED
  - Not in C5F AOR due to limited data availability

- Transition from old 16 week Unit Level Phase to a culture of continuous training and certification

- Use of TFOM to track and report readiness

- Greater ISIC involvement!

# Major Changes

- Battle E now the Battle Effectiveness Award
  - Requires 4 of 6 command awards vice 4 of 5 and satisfactory ORM program
- Adds Command Efficiency Excellence Award
  - Purple ‘E’
- Other award changes:
  - Ships qualifying for Red ‘E’ must meet minimum required equipment during all ULTRA events
  - FST-U participation added to Unit Tactics Award

# Transition Terminology

| **Previous Terminology** | **SHIPTRAIN / Continuous Training Terminology** |
|---|---|
| CART II | ULTRA-C (to include ULTRA-E) |
| Initial Assessment | ULTRA-E |
| Training Assessment | ULTRA-S (CONUS) |
| CART I | ULTRA-S while deployed |

# Transition Milestones

- Assessments start with ULTRA-C/E
  - Every 24 months; 2 weeks long ; includes AT/FP and Engineering
  - Must include underway period
  - Populates TFOM; leads to tailored training
  - ULTRA-E goal is to validate Engineering Operations Certification (EOC)
- ITT Week
  - Intent is to complete remaining training events from ULTRA-C/E not assessed TFOM Blue or higher
- FEP - Follows ITT week
  - Goal is at least TFOM ‘BLUE’ in all mission areas; Surge Ready!

# Transition Milestones

- ULTRA-S
  - 2-3 day event every 4-7 months post-FEP (includes while deployed)
  - Objective is to verify common standards are in place and TFOM is effectively used. Expected outcome is ATG assessed TFOM is +/- 10 of ship's self assessed TFOM.
- Unit level assess, train, certify methodology
  - Self assessment effectiveness is crucial
- Use TORIS / TFOM to track and report readiness
  - FOM based on 90-day rolling average
  - TFOM range + integrated (int) training = Color Code
    - T1(100-90.00) T2(89.99-80.00)
    - T3(79.99-70.00) T4(69.99-0.00)

# Stoplights

Afloat Training Group

UNIT LEVEL TRAINING STATUS

Projection: Current

UIC:

Battle Group: Ship Code: Homeport:

| ULTRA-C | AIR | ATFP | AW | BMD | COMMS | CRY | EW | FSO-M | INT | METOC | SPECIALTY | MOB-D | MOB-E | MOB-N | MOB-S | SAR | STW | SW | USW | VBSS | 3M | SMC | FEP |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 22 | 23 | 3 | 2 | | | | 4 | 22 | 3 | | 23 | 24 | 3 | 1 | 1 | 23 | | 3 | 23 | 8 | 3 | 16 | 4 |

**ULTRA**

12-16 Mar 07

**AIR**

R 201614Z MAR 07
FM COMAFLOATRAGRUPAC SAN DIEGO CA//N88//
SUBJ/COMNAVSURFPAC AVIATION READINESS QUALIFICATION (ARQ) ICO /USS GERMANTOWN//
RMKS/1. SUBJECT EVALUATION CONDUCTED IAW REF A 19 JAN 07. AVIATION READINESS QUALIFICATION REQUIREMENTS ATTAINED IN ALL AREAS. QUALIFICATION EXPIRES 31 JAN 2009.//

**ATFP**

# TFOM Lights

Afloat Training Group
TORIS TFOM - Fleet View

Home - TFOM - DataCard Manager - MOBE - TCRIS/TFOM Fleet Status Board

Ship Name: | Start Date: 16 Feb 2007 | End Date: 17 May 2007 | Watchteam: ALL | Submit

Changing any of these filters may take a few minutes to recalc.

Selected Ship:
Watch Team: ALL
Version No: 2.66.2006

## Training Figure Of Merit (TFOM)

Today's Date: 17 May 2007
Start Date: 16 Feb 2007
End Date: 17 May 2007
Latest Database: 15 May 2007
Date of Last Import: 16 May 2007
Date of Last Re-Calc: 17 May 2007

DASHBOARD SUMMARY (COMPETENCY LEVEL)

| SHIP TFOM: | 84.08 | SHIP PROF FOM: | 81.69 | SHIP PERS FOM: | 88.21 | SHIP MGMT FOM: | 86.59 | SHIP MATL FOM: | 92.57 |
|---|---|---|---|---|---|---|---|---|---|

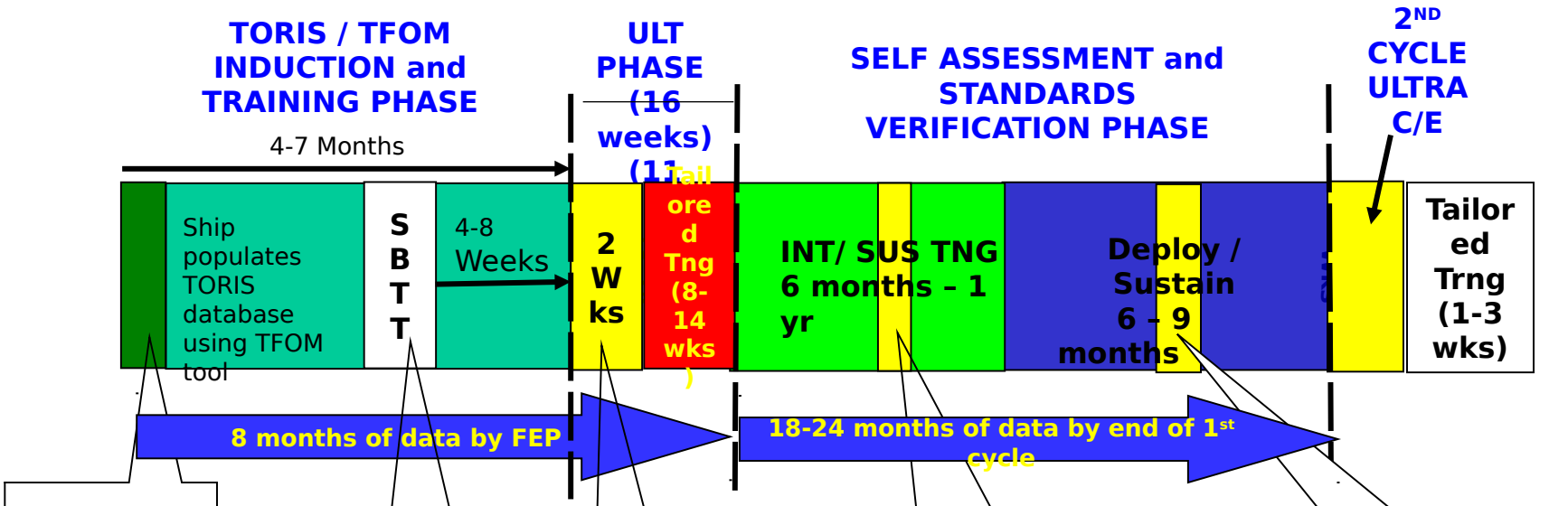
| CERT AREA | CERT FOM | PROF | PERS | MGMT | MATL |
|---|---|---|---|---|---|
| 3M | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| AIR | 96.76 | 94.60 | 100.00 | 100.00 | 100.00 |
| AMW | 98.41 | 97.73 | 100.00 | 100.00 | 100.00 |
| ATFP | 89.22 | 86.51 | 94.88 | 75.00 | 100.00 |
| AW | 88.67 | 88.44 | 88.43 | 100.00 | 85.00 |
| BMD | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CCC | 91.75 | 95.21 | 73.86 | 90.23 | 100.00 |
| CRY | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EW | 75.59 | 71.93 | 75.94 | 77.02 | 100.00 |
| FSOM | 99.72 | 98.86 | 100.00 | 100.00 | 100.00 |
| INT | 84.32 | 80.96 | 83.20 | 93.33 | 100.00 |
| LOG | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| CERT AREA | CERT FOM | PROF | PERS | MGMT | MATL |
|---|---|---|---|---|---|
| METOC | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| MIW | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| MO3D | 83.10 | 85.68 | 86.73 | 88.75 | 69.16 |
| MO3E | 51.66 | 49.38 | 81.61 | 10.00 | 69.50 |
| MO3N | 90.78 | 88.75 | 82.20 | 99.79 | 100.00 |
| MO3S | 47.86 | 22.81 | 99.23 | 94.00 | 87.50 |
| SAR | 92.18 | 81.53 | 100.00 | 95.63 | 100.00 |
| STW | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SW | 92.20 | 92.41 | 93.43 | 100.00 | 85.00 |
| USW | 84.13 | 85.09 | 86.05 | 74.63 | 85.00 |
| VBSS | 73.85 | 87.10 | 65.77 | 87.00 | 100.00 |

Legend

T1(100-90.00) T2(89.99-80.00) T3(79.99-70.00) T4(69.99-0.00) NO DATA ENTERED N/A

# First Cycle (Notional)


TORIS / TFOM INDUCTION and TRAINING PHASE
4-7 Months
ULT PHASE (16 weeks) (11
SELF ASSESSMENT and STANDARDS VERIFICATION PHASE
2ND CYCLE ULTRA C/E
Ship populates TORIS database using TFOM tool
SBTT
4-8 Weeks
2 Wks
Tailored Tng (8-14 wks)
INT/ SUS TNG 6 months – 1 yr
Deploy / Sustain 6 – 9 months
Tailored Trng (1-3 wks)
8 months of data by FEP
18-24 months of data by end of 1st cycle

**TORIS / TFOM Load & Initial Tng**

**Shipboard Training Team Course**
Focused TORIS / TFOM Training & ULTRA Execution Planning
(1 week)
End State
1. ULTRA scenario
2. TFOM op-check & focused tng

**ULTRA CERT (ULTRA C/E)**
(First assessment)
Tailored TSTAs follow
End-state @ FEP:
1. Certifications Comp
2. Includes ULTRA-E
3. Baseline TFOM validated by TRAINING TRIAD

**ATG ULTRA SUSTAIN ULTRA (S)**
(Second assessment)
(every 6 mos post FEP)
Purpose:
Verify unit self assessment
Methodology:
TFOM proficiency comparison
(ATG vs. self assessed)

**CO / ISIC ULTRA -S**
(Third assessment)
(During Deployment)
Purpose:
Verify unit self assessment
Methodology
TFOM proficiency comparison

# Business Rules

- Unit Level Phase training process business rules
  - TFOM data reports
  - ULTRA process
  - Amphibious Specialty Training (AST)
  - Certification periodicities
  - Restricted Operations
  - FST-U guidelines
  - Credit for ‘real world’ ops and exercises: Go for it, but use Training Teams to assess
  - Cert expiration and suspended cert policy

# Critical NEC/Schools Initiative

- Current SFTM Requirement
  - 80 percent graduates/20 percent confirmed quotas
  - Frequently meet certification proficiency requirements but cannot certify due to personnel
  - Inaccurate measure of Readiness for Tasking
  - Inefficient use of TADTAR and lower Return on Investment than if Sailor trained en route
- New Requirement (Critical and Essential Schools)
  - Implemented 01 April 2007
    - COMNAVSURFOR SAN DIEGO CA//N7// 201506Z MAR 07
  - Critical—needed to align/operate system or conduct tactical planning/task to accomplish proficiency CCR, or required as pre-req for Sustainment (INT/ADV Operations)
  - Essential—need to maintain some skill on ship
  - Only critical count toward achievement/maintenance of Unit Level Certification standard—related to TFOM proficiency measurement

# SFTM School Business Rules

- Critical NEC
  - Meet 100 percent requirement
  - If 100 percent not met, but can meet associated proficiency CCRs as indicated by TFOM >80 (BLUE/GREEN)
    - Can certify in mission area
    - No immediate “shipboard” personnel, TADTAR or quota action required
    - Expectation of SHIP/ISIC/CLRN working with NPC to get sailor there with skill
- Critical NON-NEC School
  - Meet 100 percent requirement
  - If 100 percent not met, but can meet associated proficiency CCRs as indicated by TFOM >80 (BLUE/GREEN)
    - Can certify in mission area
    - No immediate “shipboard” personnel, TADTAR or quota action required prior to certification
    - CO keeps ISIC/CLASSRON informed of plan for meeting proficiency requirement

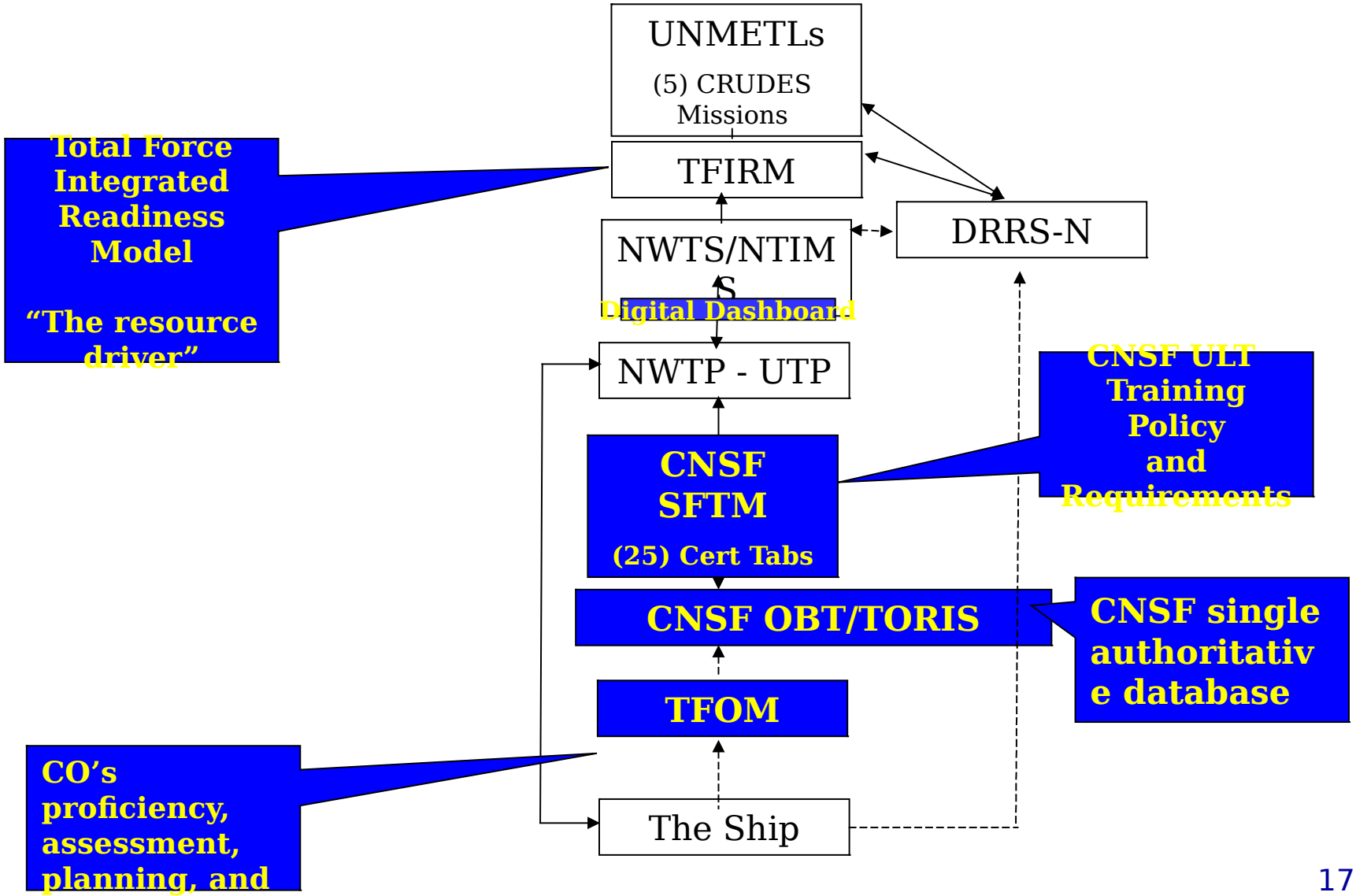
# SFTM School Business Rules

- If Proficiency TFOM<80 work with MPT&E to:
  - Prioritize next NEC fill
  - Prioritize Quota
  - Provide TADTAR to send shipboard sailor to school
- NOTE: ISIC/CLASSRON can decide that ship is below level necessary to safely perform task or demonstrate proficiency
- What about “the rest” of the schools? Essential Schools
  - CO’s decision based on need for talent, impact on schedule and TADTAR
  - Prevent skill from going to zero
  - Max return on investment (School plus 2 years)
- Exceptions: BMD, CMTQ, VBSS, SAR, AV, MOB-N — MANDATED per governing instruction (highlighted in Cert TAB)
- How tracked
  - Monthly message (NTMPS supported) matches critical requirements with TFOM prof
  - Plan for remaining essential schools

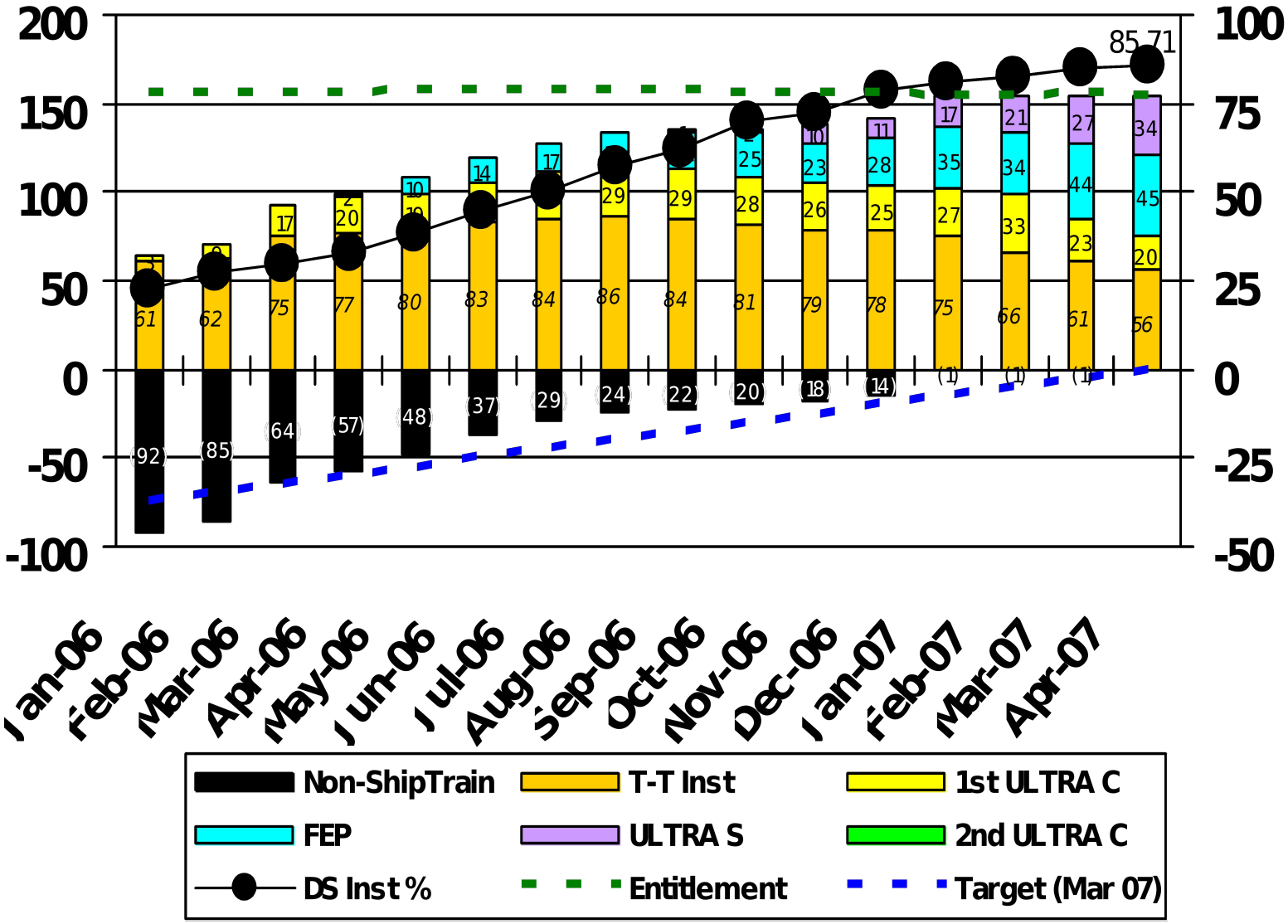
# Sustaining the Skills

- ORM heavily emphasized, ISIC/ATG review during each ULTRA event
  - Working to get ORM assessment extracted from TFOM
- Continuous training guidelines and best practices
- Training team guidelines
- Effective self-assessment enables efficient use of training resources and leads directly to continuous readiness

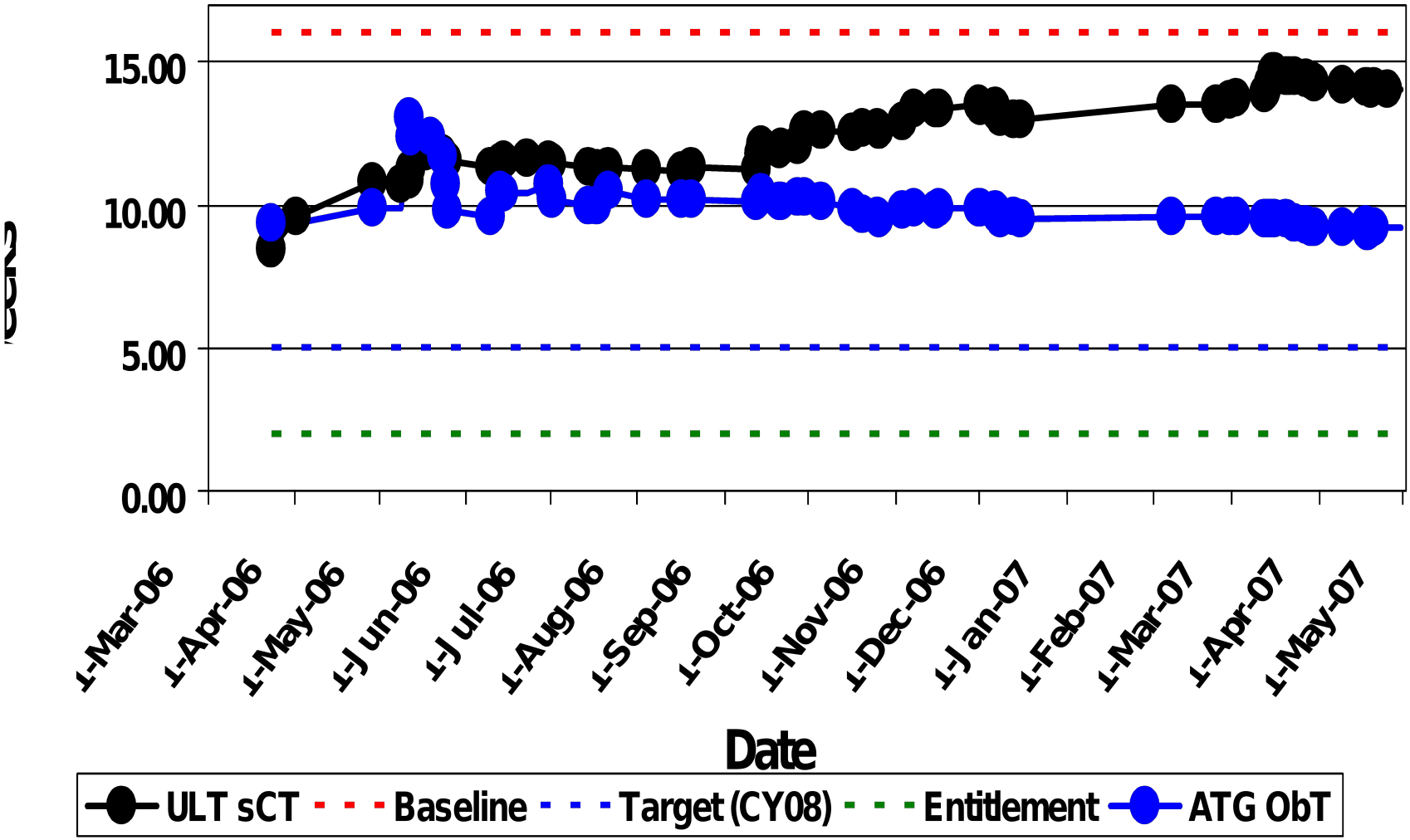
# The BIG Picture



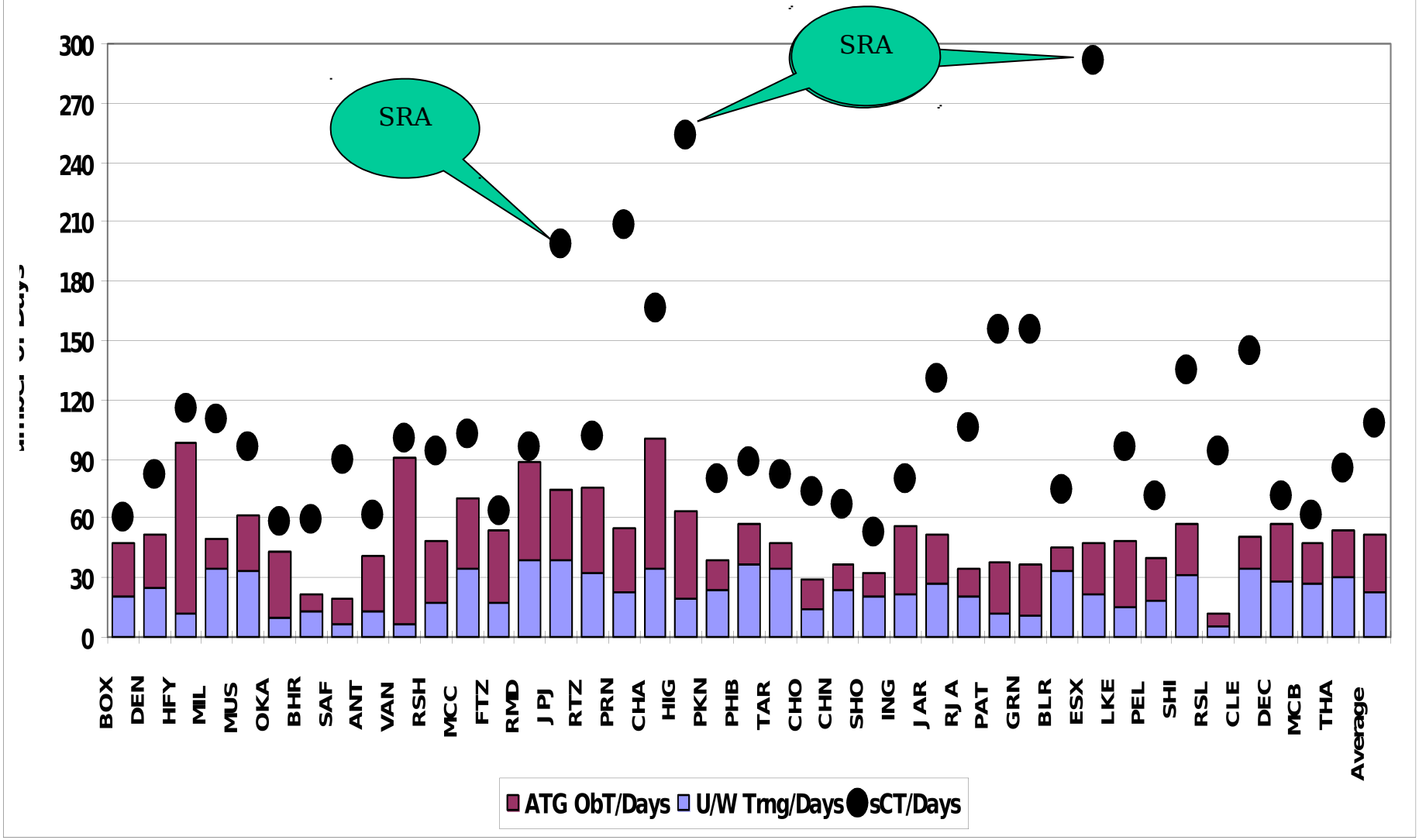
# SHIPTRAIN TRANSITION



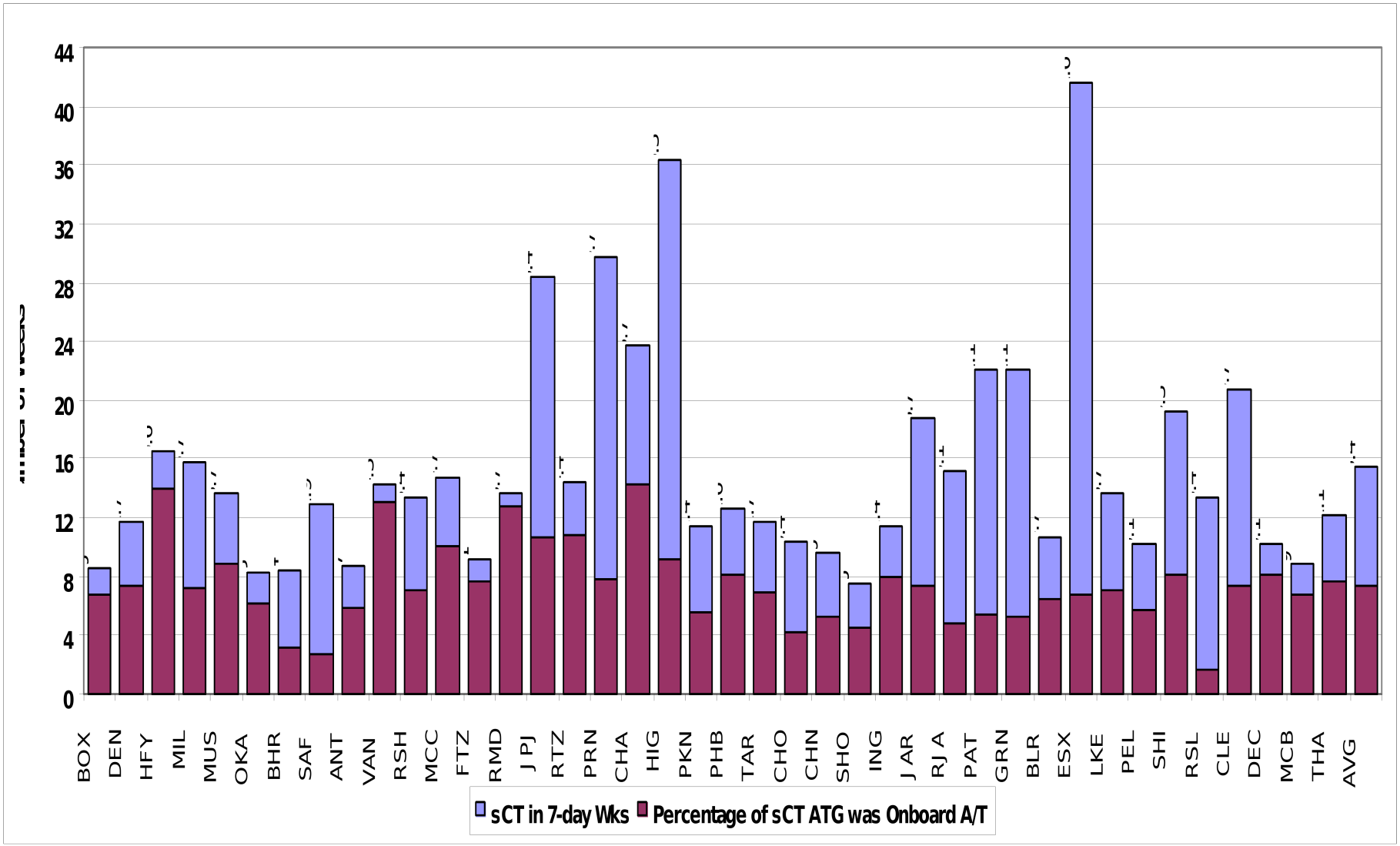
# Force ULT sCT



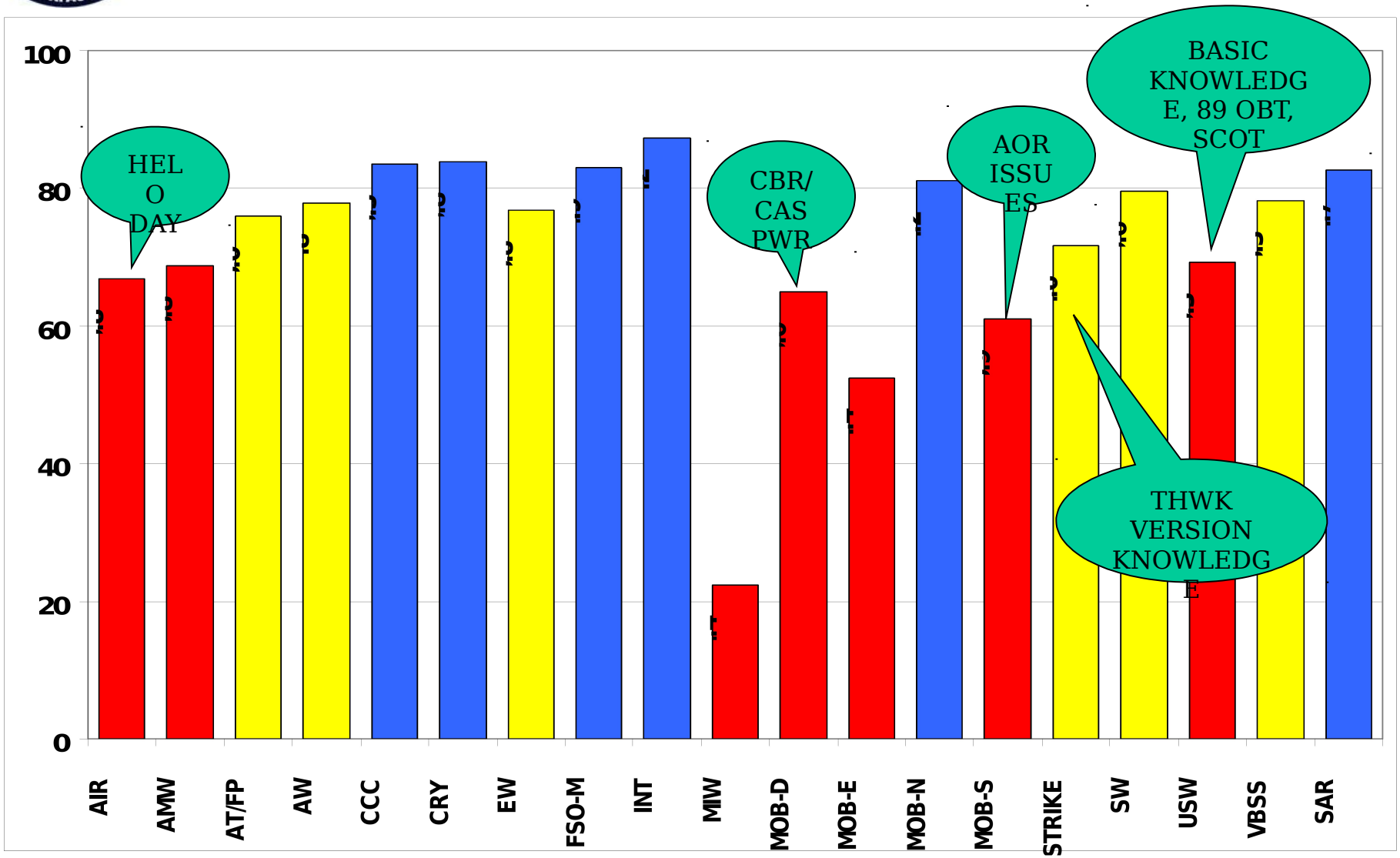
# sCT over the Ratio of ATG ObT to Underway Training Time in Days



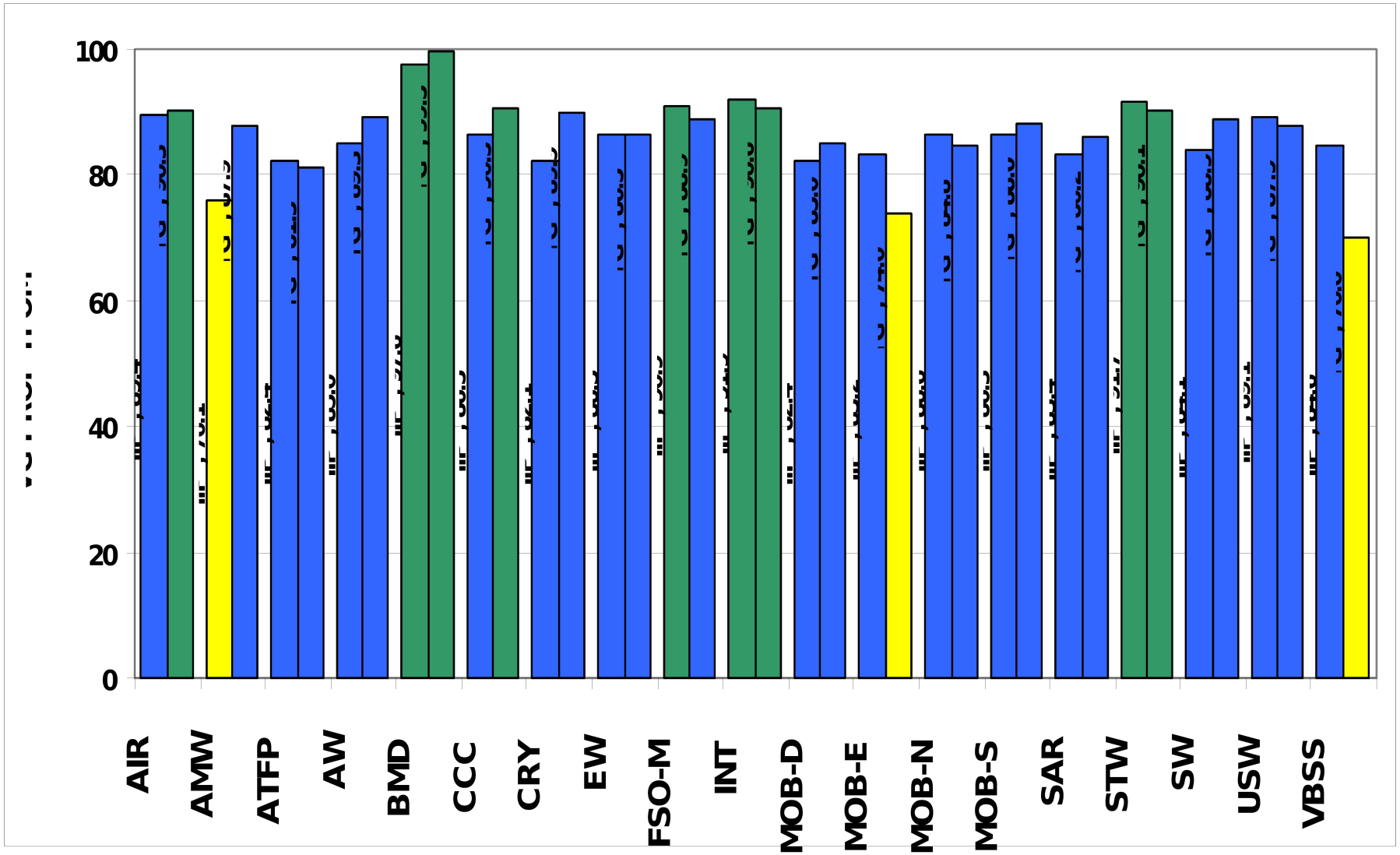
# Ratio of sCT to Time ATG was Onboard Assessing/Training



# Average TFOM Proficiency with 104 ships thru ULTRA-C/E



# Average Proficiency at ULTRA-S by Mission Area for 42 Ships



# TORIS/TFOM V3.0 Significant Changes

- Aligned all Data points with SFTM 1D for concurrent issue
- TFOM integrated fully into TORIS…no more stand alone OBT
- CCR Tracker…instantly tell where you stand
- MOB-E Module integrated…no more pencil whipping…
- Improved user interface…fewer steps all around
- Ship-Class specific…no more artificiality because you don’t have something onboard…
- Added 3M…measured in TFOM and every ULTRA event
- 2397 Collected Data points, 6839 Diagnostics Data points
  - Diagnostic points are not measured
  - Not all data points apply to all ships…

# VBSS

- Terminology
  - Level I: Compliant, high or low freeboard
  - Level II: Non-compliant, low freeboard
  - Level III: Non-compliant, high freeboard
  - Level IV: Opposed

- All DDG/FFG/CG/LSD/LPD deploy to 5th, 6th, or 7th FLEET with 18 graduates of the VBSS Team Trainer (3 Squads of 6) trained to Level II.
- Ships deploying within 2nd and 3rd FLEET must have 12 graduates (New).

# VBSS

- Schoolhouse Training Opening Up.
  - Current training availability should support ULT requirements.
    - **Primary Goal is to accomplish VBSS Cert during ULT**
    - **Secondary Goal:  At least one squad before C2X, two squads before JTFEX**
      - **This is now the exception to the rule**
  - Increased capacity for sustainment—Cert expiration/suspension without penalty only if CNSF unable to provide quotas in time
  - 12 NC-VBSS Grads rqrd onbd to maintain cert.  18 grads required for cert.

- Success dependent on proper attention and preparation—Command Level Attention Warranted!
  - Must ensure continuous Physical Readiness
  - Must frequently practice dry-fire weapons familiarization and use of simulators
  - Engineers are frequent failure points—Ensure Training Time!
  - Do not canx quotas last min – result could be loss of Maritime Warfare Excellence Award – ensure proper planning for VBSS Course to meet all pre-reqs on time!

# 5” Ammunition

- NCEA Policy (DTG 201318ZMAR07):
  - Start with small initial allocation (one PACFIRE / training event per quarter)
  - Request additional rounds
- FY06:
  - Fired 7806 of 12,747 rds (61%)
- To Date FY07:
  - 4490 of 12,747 rounds fired (glideslope = 5311rds)
- Propellant charges
  - Controlling expenditures through propellant charge NCEA
  - Priority is ULT requirements
- Moratoria
  - Prohibition on expending some newer ammo
  - Promotes expenditure of old ammo prior to becoming unserviceable

# Questions ?

Continuous Training = Continuous Readiness

**Surface Warfare Culture Principles:**

**Integrity**

| | | |
|---|---|---|
| Level of Knowledge | Procedural Compliance | Formal Communications |
| Questioning Attitude | Forceful Back-up | Risk Management |